

Tri-Center CSD

Tri-Center EA

7/1/2006 6/30/2007

MASTER CONTRACT

Between the

**TRI-CENTER COMMUNITY
SCHOOL DISTRICT**

And

**TRI-CENTER
EDUCATION ASSOCIATION**

2006-2007

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ARTICLE I

DEFINITIONS

- 1.1 The terms “Employer”, “District”, and “Board” shall mean the Tri-Center Community School District and its designated representatives.
- 1.2 The term “Association” shall mean the Tri-Center Education Association, and its designated representatives.

ARTICLE II

EMPLOYER AND ASSOCIATION RIGHTS AND RESPONSIBILITIES

- 2.1 The Association, through its appropriate officers, may request from the Superintendent or his/her designee the use of the Employer's buildings and duplicating equipment for purposes of Association meetings and to duplicate Association communications to employees. Such buildings and equipment shall not be used during school hours or times when buildings and equipment are otherwise in use. The Association shall pay the normal charges for all facilities, equipment and materials used.

ARTICLE III

GRIEVANCE PROCEDURE

- 3.1 The purpose of this procedure is to provide an orderly procedure for the prompt resolution of claimed grievances at the lowest possible level.
- 3.2 A grievance is defined as a timely-filed claim by an employee(s) alleging that there has been a violation, misinterpretation or misapplication of a specific provision of this Agreement.
- 3.3 Should an employee have a grievance, it shall be processed in the following manner:

Step One: An employee who claims a grievance shall attempt to resolve the grievance informally, within ten (10) working days after the occurrence upon which the grievance is based by informal discussion with the appropriate immediate supervisor. The immediate supervisor will give his/her oral answer to the grievance within ten (10) working days after the grievance was presented to him/her.

Step Two: If the grievance is not settled in Step One and the grievant wishes to appeal the grievance to Step Two, the grievant will reduce the grievance to writing and submit it to the appropriate immediate supervisor within five (5) working days after receipt of the immediate supervisor's oral answer. The written grievance shall specifically state and set forth in detail all the relevant facts upon which it is based, the section of this Agreement alleged to have been violated, the issue involved, and the relief sought. The supervisor shall provide a written answer to the grievant and a copy thereof to the Association within five (5) working days after receipt of the written grievance.

Step Three: If the grievance is not settled at Step Two and the grievant wishes to appeal the grievance to Step Three, the written grievance shall be submitted to the Superintendent or his/her designee within five (5) working days after receipt of the supervisor's written answer. The Superintendent or his/her designee will, if requested by the grievant, meet with the grievant at a time mutually agreeable to the parties and, if no settlement is reached, the Superintendent or

his/her designee will provide a written answer to the grievant within five (5) working days following such meeting, or from the date of submission if no meeting is requested.

- 3.4 If the grievance is not settled in accordance with the foregoing procedure, the Association may refer the grievance to arbitration by written notice of a request for arbitration, submitted to the Superintendent or his/her designee within five (5) working days after receipt of the Superintendent's answer in Step Three. Said written notice shall be signed by the grievant and a representative of the Association. Within five (5) working days after receipt of the notice, the parties shall attempt to select a mutually agreeable arbitrator. In the event the parties are unable to agree upon an arbitrator, they shall within ten (10) days after receipt of the notice, jointly request the PERB to submit a panel of seven (7) arbitrators. Each party retains the right to reject one panel in its entirety and request that a new panel be submitted. Within five (5) days after receipt of the panel, the parties' designated representative shall determine by lot the order of elimination and thereafter each shall, in that order, alternately strike a name from the list and the seventh and remaining person shall act as the arbitrator.

Subject to the availability and convenience of the Board and Association representatives, the arbitrator shall schedule the time and place for a hearing on the grievance, at which hearing the Association shall first present its evidence, then the Board its evidence, and with each side having the right to file a post-hearing brief. Such hearing shall be private unless otherwise agreed to by the parties.

- 3.5 An arbitrator selected pursuant to the provision of Section 3.4 shall have no authority to amend, modify, nullify, ignore, add to or subtract from any terms of this Agreement, to substitute the arbitrator's discretion for that of the Employer, unless that discretion is ruled to be arbitrary or capricious, or to make any decision contrary to or inconsistent with or modifying or varying in any way the applicable laws and rules and regulations having the force and effect of the law. No liability shall accrue against the Board for a date prior to the date that the actual event gave rise to the filing of the grievance occurred. The arbitrator will not in any way limit or interfere with the powers, responsibilities, rights and prerogatives of the Board under applicable

law. The arbitrator's decision shall be based solely upon his/her interpretation of the meaning or application of the express terms of this Agreement to the facts of the grievance presented. Consistent with these provisions, a decision of the arbitrator shall, within the scope of the arbitrator's authority, be final and binding upon the parties. The arbitrator may not hear more than one grievance, unless the presentation of more than one grievance involving similar facts, issues and contract provisions is mutually agreed to by the Board and the Association.

- 3.6 The parties will share equally any joint costs of the arbitration procedure, such as the fees and expenses of the arbitrator and court reporter and costs of a hearing room and transcript. Any other expenses shall be paid by the party incurring them, and each party shall be responsible for compensating its own representatives or witnesses.
- 3.7 Failure at any step of this grievance and arbitration procedure to present, process or appeal a grievance within the time limits specified above shall bar an employee, the Association, or its representative from further pursuit of the grievance and any such grievance shall be considered as waived and settled. The failure of the Employer's specified representatives to answer a grievance within the time limits specified above shall be deemed a denial of the grievance which may then be timely appealed to the next step. The time limits specified in this Article shall be strictly observed, but may be extended or reduced by mutual agreement.
- 3.8 All grievances at Step One, Two, and Three shall be presented, discussed and processed during employees' non-class time.
- 3.9 At his/her option, a grievant may be accompanied by an Association representative at any stage of the grievance procedure.
- 3.10 No reprisals shall be taken by the Employer against a grievant for exercising his/her rights under the grievance procedure.
- 3.11 If, in the judgment of the Association, a grievance exists, the Association may process such a grievance through all levels of the grievance procedure. Class grievances involving more than one

supervisor or grievance initiated by an action of the Superintendent shall be initiated at Step Two of the grievance procedure.

ARTICLE IV

HEALTH AND SAFETY

- 4.1 First aid equipment will continue to be maintained in each building.

ARTICLE V

TRANSFER PROCEDURES

- 5.1 An employee who desires to permanently transfer to a vacant position in another building or subject area or to a different grade level may file a written request with the Superintendent. Such requests shall be filed for each specific vacancy which is to be filled, and shall expire when the specific vacancy is filled.
- 5.2 All such vacancies which are to be filled will be posted in the daily announcements and principal's office or faculty room in each building as soon as practicable, and prior to the placement of an advertisement. A written request for a transfer shall be filed within five (5) working days after the vacancy is posted. During the summer, every possible attempt will be made to notify employees interested in a transfer; first by telephone and then by mail if the employee is unable to be contacted by telephone. Employees must indicate a desire to transfer (in writing to the building principal) prior to checking out for the summer. Each employee applicant shall be granted an interview prior to the decision regarding which applicant, internal or external, shall be selected to fill the vacancy.
- 5.3 An employee who had requested transfer to a specific vacancy, and whose request was not granted, will be notified in writing. After such notification, said employee will, upon request, be entitled to a conference with the Superintendent or his/her designee. The employee may, following the conference, request a written summary of the action taken. The employee will also be entitled to a written statement containing the educational background, teaching experience, and certification of the successful applicant.
- 5.4 Written notice of an involuntary transfer will be given to the employee involved as soon as practicable, and at the employee's request, shall be entitled to a conference with the Superintendent or his/her designee.

ARTICLE VI

STAFF REDUCTION PROCEDURES

- 6.1 In the event the Employer, in its discretion, determines that employees will be laid off, the following procedures will be followed:
- (a) Layoffs will be made within the following categories: Pre-K-5, 6-12 (within individual curricular areas), and special programs.
 - (b) In determining which employees will be laid off, the Employer shall determine which employees are to be retained in order to have the best staff available, and will consider maintenance of existing program continuity, evaluations, skill, qualifications, ability, and DOE certification.
 - (c) If, in the opinion of the Employer, the above considerations are equal among affected employees, the numbers of years of continuous teaching experience in the District will be considered. Seniority for the purpose of this Agreement shall be based on the date of beginning continuous employment as an employee covered by this Agreement. If two or more employees have the same number of years of continuous employment with the District, the employee who signed his/her initial contract of employment first shall be considered the most senior. If two or more employees signed their initial contracts on the same date, ranking of those employees shall be determined by the highest degree.
- 6.2 Employees to be reduced shall be notified by March 15. Written notices shall be provided for each teacher who may be reduced and will include reasons for the reduction.
- 6.3 Reduced employees may be considered for recall for a period of time equal to one year plus the summer (ending August 31) from the end of the school year in which the employee was reduced, provided the employees' wishes are made known in writing to the Superintendent. Eligible employees within categories set forth above will be recalled in the inverse order of layoff. Failure to notify the Superintendent of a change of address, or failure within five (5) days of receipt of notice

of recall to advise Superintendent of his/her desire and availability to return to work shall result in loss of eligibility for recall and termination of employment.

ARTICLE VII

FORMAL EVALUATION PROCEDURES

- 7.1 At least four (4) weeks before the classroom performance of an employee is formally evaluated, the building principal or a designated representative of the Employer will inform the employee of the formal methods and procedures to be used in evaluating his/her classroom performance.

- 7.2 Probationary Staff (year 1, 2 and optional 3): the formal evaluation process is completed twice per year. Summative evaluation reports and conferences shall be completed by December 1 and April 1.

Tenured teacher (years 3-8): the formal evaluation process is completed once per each two year period. Exception: as deemed necessary by the immediate supervisor and/or teacher, a tenured teacher may be formally evaluated each year. Summative evaluation reports and conferences shall be completed by April 1. Informal, developmental evaluation procedures shall be conducted and on-going each year.

Tenured teachers (years 9 and thereafter): the formal evaluation process is completed a minimum of once per each four year period. Exception: as deemed necessary by the immediate supervisor and/or the teacher, a tenured teacher may be formally evaluated each year. Summative evaluation reports and conferences shall be completed by April 1. Informal, developmental evaluation procedures shall be conducted and on-going each year.

Notification will be given at the start of each school year to those teachers who will be formally evaluated during that school year.

- 7.3 The evaluator shall have a meeting with the employee within ten (10) school days following classroom observation, and prior to submission of the formal written evaluation to the Superintendent. The formal written evaluation will be signed and dated by the employee to indicate that the contents have been discussed and that the meeting has taken place.

- 7.4 Nothing in this Article is to be construed as precluding evaluation of employees by informal evaluation or observation or by any other means deemed appropriate by the Employer provided, however, that any complaints directed toward an employee which are placed in the employee's personnel file are to be promptly called to the employees' attention.
- 7.5 An employee, or the Association as the employee's representative, has the right to utilize the contract's grievance procedure to challenge an evaluation as unfair, unjust, or inaccurate or that the evaluation procedures have been violated, in those cases in which the evaluation indicates an overall performance that does not meet the district's standards.
- 7.6 Employees shall, upon reasonable request and during non-working time, have the opportunity to examine their own personnel file, with the exception of pre-employment credentials. Such review shall be conducted in the presence of the Superintendent or his/her designee.
- 7.7 If an employee believes the employee's evaluation is incomplete or inaccurate, the employee may set forth his/her objections in writing and have them attached to his/her formal written evaluation to be placed in the employee's personnel file.

ARTICLE VIII

LEAVES

8.1 **Sick Leave:** Employees will be granted leaves of absence for personal illness or injury, not covered by Workers' Compensation, on the following basis:

- a) Sick leave can be used for personal and family illness or injury. "Family" is defined as family members living in the employee's dwelling. Parents shall be included as "family" wherever the parents reside.
- b) Sick leave without loss of pay will be granted in the following amounts:

1	First year of employment	10 days
2	Second year of employment	11 days
3	Third year of employment	12 days
4	Fourth year of employment	13 days
5	Fifth year of employment	14 days
6	Sixth and subsequent years of employment	15 days

The above amounts shall apply only to consecutive years of employment in the Tri-Center Community School District, and unused portions may be accumulated up to a maximum of one hundred twenty (120) working days.

- c) An employee absent due to personal illness or injury shall, if requested by the Employer, furnish to the Employer a physician's written statement that the employee's health or disability required that the employee remain away from work.
- d) An employee returning to work from a sick leave shall, if requested by the Employer, furnish to the Employer a physician's written statement that the employee is physically and mentally able to return to active employment.

- e) At the time of retirement, the Tri-Center Community School District will buy back the employee's accumulated sick leave days as a part of the Early Retirement Package and in accordance with Iowa Code 279.46. The cost per day will be ten (\$10) dollars.

8.2 **Jury Duty Leave:** An employee required to perform jury duty during his/her working time will be granted a leave for such purpose and will receive the difference in compensation between the employee's normal compensation and compensation received from such jury duty. Provided, however, that in order for an employee to be eligible, the employee must also:

- a) Immediately notify his/her supervisor of the receipt of summons for jury duty.
- b) Be available for work on the first scheduled workday after the period of required jury duty.
- c) Furnish the Employer with proper evidence of the number of days and the amount of jury duty pay.
- d) Be available for work for the remainder of any day in which the employee is not required to perform jury duty.

8.3 **Funeral Leave:** An employee will be granted a leave of absence in the event of a death in the employee's immediate family, on the following basis:

- a) In the event of the death of an employee's spouse, child, parent, father-in-law or mother-in-law, brother or sister, up to five (5) days per occurrence per year absence will be allowed without loss of pay for regularly scheduled working days.
- b) In the event of the death of an employee's grandparents, grandchild, sister-in-law, brother-in-law, son-in-law, daughter-in-law, a three (3) day per year absence will be allowed without loss of pay for regularly scheduled working days.

- c) An employee will be allowed up to one day leave to attend the funeral of a close friend or a relative not the immediate family.
- d) The employer shall be promptly notified of an absence hereunder and the reason therefore.
- e) Funeral Leave is not cumulative.
- f) The Superintendent may at his/her discretion grant extended unpaid funeral leave in cases where travel requirements or other extreme extenuating circumstances warrant it.

8.4 **Professional Leave:** For educational and work related purposes, an employee may be permitted to attend professional conferences, seminars, meetings or workshops or to visit other schools to view other instructional techniques or progress, without loss of pay, upon five (5) school days prior written application to and approval by the Superintendent.

8.5 **Personal Leave:** Each school year each employee shall be granted three (3) days maximum subject to the following conditions:

- a) At the discretion of the Employee, three (3) days of paid personal leave may be granted per school year upon request to the building administrator for approval. Approval will be based on not interfering with the educational process within the school building (e.g., not on field trip days, award ceremonies, etc.).
- b) No personal days will be allowed during the first week or last week of the school year, or during scheduled staff development and parent-teacher conference days; unless it is a school-related activity that pertains specifically to a member of the staff and his/her program or family.
- c) Written application for personal leave must be made to the Employer at least five (5) school days prior to the requested leave date (except in case of emergency).

- d) Only three (3) persons per district may use personal leave on the same day (except in case of emergency). At the discretion of the building principal, additional personnel may be granted personal leave on the same day.
- e) Personal leave days may accumulate, but not exceed a total of 5 days. No more than 2 days may be rolled forward from the previous contract year. Thus, no teacher will have more than 5 personal days available for use in any one year of employment.

8.6 **Discretionary Leaves:** The Board may, at its discretion, grant a leave of absence to an employee for reasons acceptable to the Board and upon such terms and conditions as may be prescribed by the Board.

8.7 **ISEA Delegate Assembly Leave:** Upon at least ten (10) school days advance written notice to the Superintendent, a maximum of two (2) employees will each be allowed two (2) days per school year to attend the annual ISEA Delegate Assembly. Such leave days shall not accumulate. While such leave days shall be with pay, an amount equal to the cost of substitutes shall be deducted from the employee's pay.

8.8 **Reimbursement:**

- a) Any employee who uses two days of sick leave or less and no personal leave during the year may apply for a reimbursement equivalent to two days of substitute pay. Written application must be submitted to the Superintendent by June 1 of the contract year in order to be eligible for reimbursement.
- b) Employees wishing to defer payment and roll personal days forward into the next year should stipulate this in writing to the superintendent by June 1 of the current contract year.

ARTICLE IX

EMPLOYEE WORK YEAR

- 9.1 Except for employees on extended contracts, the regular in-school work year for employees covered by this Agreement shall not exceed 190 days (191 days for new employees), including seven (7) in-service days and the following four (4) holidays:
- a) January 1
 - b) Labor Day
 - c) Thanksgiving Day
 - d) December 25
- 9.2 Extended contracts may be issued at the Employer's discretion for a specified number of days beyond 190. In such cases, employees will be paid $1/190^{\text{th}}$ of his/her contract pay for each such day of extension. Supplemental pay shall be factored out before the calculation for the per diem pay.

ARTICLE X

NORMAL SCHOOL WORKDAY

- 10.1 The normal in-school workday will consist of eight (8) hours per day, normally scheduled between 8:00 A.M. and 4:00 P.M. The normal workday could begin at 7:45 A.M. and end at 3:45 P.M. with the majority support of the staff and administrative approval. Excluded from such hours are extracurricular and supplemental assignments.
- 10.2 On Fridays or on days immediately preceding scheduled holidays or recesses, an employee's workday may end ten (10) minutes following the close of the pupil day.
- 10.3 Employees may be required by the Employer without additional compensation to attend a reasonable number of meetings before or after the normal in-school workday. Notices of such meetings will be provided to employees as soon as practicable prior to such meetings.
- 10.4 It is understood and agreed that the determination of the daily work schedules may be changed by the Employer from time to time to meet the Employer's requirements or to accommodate the circumstances of individual employees.
- 10.5 Building principals shall meet with their staff before or during the first week of school to discuss and implement a plan to provide as many duty-free lunch periods as are practicable given the special problems of each attendance center.

ARTICLE XI

INSURANCE

- 11.1 As presently applicable to employees covered by this Agreement, the Employer will continue in effect for the life of this Agreement the present group insurance program or a comparable program subject to and in accordance with the terms and conditions of the group contracts of the insurers. The Employer will continue to contribute the full monthly premium cost of individual employee coverage under such program for eligible full-time employees. The Employer will continue to contribute an appropriate pro-rata share of the monthly premium cost of individual employee coverage under such program for eligible part-time employees who elect coverage, and the individual part-time employee will pay any additional premium cost, which additional premium cost shall be deducted from his/her monthly paycheck.
- 11.2 As presently applicable to employees covered by this Agreement, the Employer will continue in effect for the life of this Agreement the present \$20,000 group term life insurance program or a comparable program subject to and in accordance with the terms and conditions of the group contract of the insurers. Effective at the beginning of the fall term, 1985, the Employer will contribute the full monthly premium cost of individual employee coverage under such program for eligible full-time employees. Effective at the beginning of the fall term, 1985, the Employer will contribute an appropriate pro-rata share of the monthly premium cost of individual employee coverage under such program for eligible part-time employees who elect coverage, and the individual part-time employee will pay any additional premium cost, which additional premium cost shall be deducted from his/her monthly paycheck. Effective at the beginning of the fall term, 1985, employees shall have the option to purchase an additional \$20,000 of life insurance at the same group rates and have the cost deducted from their paychecks.
- 11.3 Effective at the beginning of the fall term, 1985, the employer will contribute the full monthly premium cost of individual long term disability insurance.

ARTICLE XII

WAGES AND SALARIES

12.1 Schedule: The salary of each full-time employee covered by the regular salary schedule is set forth in Schedule "A", which is attached hereto and made a part hereof. Part-time employees will be paid on a pro-rated basis.

12.2 Placement on Salary Schedule:

- a) Each present employee covered by the regular salary schedule shall be placed on the employee's proper step of the salary schedule as of the effective date of this Agreement.
- b) A new employee coming in to the District may, in the Board's sole discretion, receive credit for up to six (6) years of previous uninterrupted teaching experience in a duly accredited school. The board reserves the right to bring certified employees in and give credit beyond the six years.
- c) A new employee who commences employment prior to the beginning of the second semester of any school year will be given credit for one (1) year's service toward the next increment or vertical step for the following school year.

12.3 Advancement on Salary Schedule:

Increments: Each employee covered by the regular salary schedule shall be granted one increment or vertical step on the schedule for each year of service until the maximum step for their educational classification is reached.

Educational Lanes: Employees covered by the regular salary schedule who move from one educational lane to a higher educational lane shall move to the corresponding step on the higher lane, if such step is available on the schedule. For an employee to advance from one educational lane to another, he/she shall file evidence satisfactory to the Superintendent on or before September 1, or as soon thereafter

as possible, evidencing receipt of additional educational credit in a field which in the Board's discretion is related to or likely to improve the employee's performance of his/her duties. An employee to advance from one educational lane to another shall file a letter of intent of additional educational credit with the Superintendent no later than the 31st of May. All course work must be completed prior to September 1st.

MA + 12 Lane: In addition to the requirements listed in "Educational Lanes" above, for an employee to advance to the MA + 12 Lane, the additional educational credit shall be in a field which in the Board's discretion is directly related to the employee's teaching area or likely to improve the employee's performance of his/her duties or is directly related to the Board's goals for the District.

- 12.4 **Method of Payment:** Each employee shall be paid in 12 equal installments. Employees shall receive their checks on the 20th of each month at their regular building and on regular school days unless there are other arrangements agreed upon by the Board or Board designee, or unless delayed due to unforeseen circumstances beyond the control of either party. When a pay date falls on a day when school is not in session, employees shall receive their paychecks on the last previous working day. Summer checks, other than those for summer school teachers, shall be mailed to the address designated by the employee.
- 12.5 Employee will have the option of direct deposit to the banking institution or credit union of his/her choice. This will be contingent upon a bank in the Tri-Center District serving as the clearing house bank for such transactions.

ARTICLE XIII

SUPPLEMENTAL PAY

- 13.1 The schedule for employees assigned to certain extracurricular duties is set forth in Schedule "B", which is attached hereto and made a part hereof. Placement on the supplemental pay schedule shall be determined by the Board.
- 13.2 Any employee asked to substitute for another employee who is absent shall receive fourteen dollars (\$14.00) per class period (45minutes), provided such substitution work is during the employee's normal break time and such substitution was per administrative request. Such sums shall be in addition to normal pay received by the employee.
- 13.3 **Phase II:** The Phase II formula, which is in the 2004-2005 salary spreadsheet will be used to compute the distribution of Phase II dollars.

Phase III: The Phase III committee chair will supply the President of the Association with policies and budget information on a timely basis.

ARTICLE XIV

DUES CHECKOFF

- 14.1 The Employer will make monthly dues deductions from the wages of each employee covered by this Agreement who has provided the Employer with a valid written authorization therefore, for monthly Association dues in the amounts certified in such authorizations, and remit such monies to the Treasurer of the Association not later than the last day of the succeeding month. Any such authorization may be revoked by an employee at any time upon his/her written notice to the Employer. The Association agrees to indemnify and hold the Employer harmless against any claim or liability arising out of the operation of this Article.

ARTICLE XV

GENERAL PROVISIONS

- 15.1 This Agreement constitutes the entire agreement between the parties, and concludes collective bargaining for its term.
- 15.2 The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject not removed by applicable law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the District and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waives any right which might otherwise exist to negotiate over any matter during the term of this Agreement, and agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered by this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.
- 15.3 If any provision of this Agreement is determined to be contrary to law, then such provision shall not be valid, but all other provisions of this Agreement shall remain in full force and effect.

ARTICLE XVI

TERM OF AGREEMENT

- 16.1 This Agreement shall become effective July 1, 2006, and shall thereafter remain in full force and effect until the 30th day of June, 2007, and shall automatically continue in effect from year to year thereafter unless either party gives the other party written notice of its desire to modify or terminate this Agreement.

IN WITNESS THEREOF, the parties hereto have caused this Agreement to be executed by their duly authorized representative this 17th day of February, 2006.

TRI-CENTER COMMUNITY
SCHOOL DISTRICT

TRI-CENTER EDUCATION
ASSOCIATION

By: Jim I. Fischer
President

By: Julie T. Leland
President

TRI-CENTER COMMUNITY SCHOOLS - SCHEDULE A - INDEX

BASE	\$25,200	2006-07
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Step	90 HRS	110 HRS	BA	BA+12	BA+24	MA	MA+12	Step
0	0.82	0.86	1.00	1.04	1.08	1.13	1.17	0
1	0.85	0.89	1.04	1.08	1.12	1.18	1.22	1
2	0.88	0.92	1.08	1.12	1.16	1.23	1.27	2
3	0.91	0.95	1.12	1.16	1.20	1.28	1.32	3
4	0.94	0.98	1.16	1.20	1.24	1.33	1.37	4
5	0.97	1.01	1.20	1.24	1.28	1.38	1.42	5
6	1.00	1.04	1.24	1.28	1.32	1.43	1.47	6
7	1.03	1.07	1.28	1.32	1.36	1.48	1.52	7
8		1.10	1.32	1.36	1.40	1.53	1.57	8
9		1.13	1.36	1.40	1.44	1.58	1.62	9
10			1.40	1.44	1.48	1.63	1.67	10
11				1.48	1.52	1.68	1.72	11
12				1.52	1.56	1.73	1.77	12
13					1.60	1.78	1.82	13
					1.64	1.83	1.87	14
					1.68	1.88	1.92	15
					1.72	1.93	1.97	16
					1.76	1.98	2.02	17
						2.03	2.07	18
						2.08	2.12	19

GENERATOR BASE --- DOES NOT INCLUDE PHASE II

BASE	\$25,200
YEAR	2006-07

Step	90 HRS	110 HRS	BA	BA+12	BA+24	MA	MA+12	Step
0	\$ 20,664	\$ 21,672	\$ 25,200	\$ 26,208	\$ 27,216	\$ 28,476	\$ 29,484	0
1	\$ 21,420	\$ 22,428	\$ 26,208	\$ 27,216	\$ 28,224	\$ 29,736	\$ 30,744	1
2	\$ 22,176	\$ 23,184	\$ 27,216	\$ 28,224	\$ 29,232	\$ 30,996	\$ 32,004	2
3	\$ 22,932	\$ 23,940	\$ 28,224	\$ 29,232	\$ 30,240	\$ 32,256	\$ 33,264	3
4	\$ 23,688	\$ 24,696	\$ 29,232	\$ 30,240	\$ 31,248	\$ 33,516	\$ 34,524	4
5	\$ 24,444	\$ 25,452	\$ 30,240	\$ 31,248	\$ 32,256	\$ 34,776	\$ 35,784	5
6	\$ 25,200	\$ 26,208	\$ 31,248	\$ 32,256	\$ 33,264	\$ 36,036	\$ 37,044	6
7	\$ 25,956	\$ 26,964	\$ 32,256	\$ 33,264	\$ 34,272	\$ 37,296	\$ 38,304	7
8		\$ 27,720	\$ 33,264	\$ 34,272	\$ 35,280	\$ 38,556	\$ 39,564	8
9		\$ 28,476	\$ 34,272	\$ 35,280	\$ 36,288	\$ 39,816	\$ 40,824	9
10			\$ 35,280	\$ 36,288	\$ 37,296	\$ 41,076	\$ 42,084	10
11				\$ 37,296	\$ 38,304	\$ 42,336	\$ 43,344	11
12				\$ 38,304	\$ 39,312	\$ 43,596	\$ 44,604	12
13					\$ 40,320	\$ 44,856	\$ 45,864	13
					\$ 41,328	\$ 46,116	\$ 47,124	14
					\$ 42,336	\$ 47,376	\$ 48,384	15
					\$ 43,344	\$ 48,636	\$ 49,644	16
					\$ 44,352	\$ 49,896	\$ 50,904	17
						\$ 51,156	\$ 52,164	18
						\$ 52,416	\$ 53,424	19

ANYONE WHO IS AT THE MAXIMUM STEP OF A LANE FOR ONE YEAR
WILL RECEIVE \$700 MORE THAN THE SCHEDULED AMOUNT.

**TRI-CENTER COMMUNITY SCHOOLS
SCHEDULE B
SUPPLEMENTAL PAY SCHEDULE**

Athletic Director	14.00%
Junior High Athletic Director	5.00%
Head Football, Basketball, Wrestling, Volleyball, Summer Softball, Baseball, Track, Soccer	13.00%
Assistant Football, Basketball, Wrestling, Volleyball, Summer Softball, Baseball, Track, Soccer	8.50%
Head Golf	8.00%
Assistant Golf	4.00%
Cross Country (total both)	6.00%
J.H. Coaching	5.00%
(Football, Volleyball, Basketball, Wrestling, Track)	
Weight Training	6.00%
Yearbook (if no class then negotiable)	4.00%
Accompanist	4.50%
Plays or Musical	3.50%
Prom (each)	2.00%
Cheerleading FB and BB	7.00%
Cheerleading WR	4.00%
Homecoming (each)	2.00%
Elementary, H.S.& M.S. Lunch or free lunches for the entire year	2.00%
Forensics	3.50%
Instrumental music	10.00%
Vocal Music	7.00%
Dance Team	4.00%
Newspaper	2.00%
Student Council Sponsor	2.75%
Early Bird Classes	\$10 per class period
Driver Education	\$120 per student
(to be adjusted annually to reflect conference average)	
Academic Advisor *each (per building level)	3.00%
Flag Director	3.00%
Summer School	\$20 per hour